WVARNG Bonuses Guide

Current as of April 4, 2008

Disclaimer: **This PowerPoint does not override or change any rules of entitlements set by the current DOD Laws, NGB policy, or within the soldier's bonus and incentives contracts, but it does serve as a guide for soldiers that may have questions about the current policy and procedures associated with bonuses and student loan repayment. This PowerPoint's information is based off of the NGB SRIP policy dated 1 August 2007. If there are any conflicts or discrepancies between this PowerPoint and NGB policy or DOD Law, be sure to refer to the current policies which may be available on our educational web site.**

Eligibility

- Eligibility for all bonuses and Incentives is determined according to the current NGB SRIP policy.
- The current SRIP policy and this PowerPoint can be found at http://www.wv.ngb.army.mil/education/ under the selection of benefits and entitlements.
- Specific questions not answered by the written policy may be asked of the Incentives Manager.
- The Incentives manager will read the policy and if necessary ask NGB about interpretation if the issue seems unclear.

Terminations

- All information on reasons for terminations of bonuses and incentives can be found within the current SRIP Policy found at http://www.wv.ngb.army.mil/education/

Table of Contents

Click to go directly to the slide

- Rules Applying to All Bonuses
- Bonuses Defined
- Non-Prior Service Gain Bonuses
- Prior Service Gain Bonuses
- Affiliation Bonuses
- Reenlistment Bonuses
- MOS Conversion Bonuses
- Officer Affiliation Bonuses
- Officer Accession Bonuses
- Critical Skills Retention Bonus
- Special Eligibility Rules for Deployed Soldiers
- Soldiers Returning from AIT or Qualifying MOS Schools
- Clarification of SRIP Policy EIOM
- How Long it Takes Before Payments are Processed
- Changes to the Incentives Process – Memorandum of Instruction

Rules Applying to All Bonuses

1. No enlistment bonus of any type or combination of bonuses can exceed $20,000.
2. Percentage of Units Authorized Wartime Strength is based upon the MOS Slot within the unit. This can be determined by contacting the unit and analyzing the Unit Manning Roster.

Click here for Table of Contents

Bonuses Defined

- Non-Prior Service Gain Bonuses (soldiers with no prior service)
- Prior Service Gain Bonuses (soldiers discharged from any branch of the military that are currently not serving and wish to join)
- Affiliation (coming from another active duty branch)
- Re-enlistment (soldiers currently in the WVARNG extending their service)
- MOS Conversion (soldiers re-classing in order to fill a critical shortage area)
- Officer Affiliation (Officers coming from another active duty branch)
- Officer Accession (Officers in the WVARNG that are commissioning to become officers)
- Critical Skills Retention Bonus (Officers that are in positions that help the ARNG meet critical manpower shortages)

Click here for Table of Contents

Non-Prior Service Gain Bonuses

- $20,000 – Critical MOS for NGB or State critical skills list in an MTOE Unit (6x2 or 8x0) *50/50*
- $20,000 – Critical UIC (6x2 or 8x0) *Lump Sum*
- $20,000 – Non-Critical Skill Bonus in Non-Critical MTOE Unit (6x2 or 8x0) *50/50*
- $5,000 – Quick Shipper or “Off-Peak” Bonus
- $10,000 – Civilian Acquired Skills Program in an MTOE Unit (3x5, 6x2, or 8x0) *50/50*

Click here for Table of Contents

Non Prior Service NGB

a. **$20,000 NPS Critical Unit Identification Code (UIC) Bonus**: The ARNG offers a NPS Critical UIC Bonus to applicants who enlist under the 6X2 or 8X0 enlistment option and agree to serve in a critical UIC as designated by NGB in Enclosure 1 of this policy. Applicants must enlist into a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option, College First or to applicants enlisting in a Non-Deployable Table of Distribution and Allowance (TDA) unit.

(2) The NPS Critical UIC Bonus will be paid in one **lump-sum payment** which will be processed upon successful completion of Initial Active Duty for Training (IADT) and verification of MOS qualification.

b. **$20,000 NPS Critical Skill (CS) Enlistment Bonus:** The ARNG offers a NPS Critical Skill Bonus to applicants who enlist under the 6X2 or 8X0 enlistment option and agree to serve in one of the State "Top Thirty" critical skill MOS (Enclosure 2). Applicants must enlist into a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength. Applicants must agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit only and qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option or to applicants enlisting in a Table of Distribution and Allowance (TDA) unit. College First applicants are eligible for this incentive.

(2) The NPS Critical Skill Bonus will be paid in **two installments** of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

Click here for Table of Contents

Non Prior Service NGB Policy

c. **$20,000 NPS Non-Critical Skill (NCS) Enlistment Bonus:** The ARNG offers a NPS Non-Critical Skill Bonus to applicants who enlist into **an MTOE unit** under the 6X2 or 8X0 enlistment option. Applicants must enlist into a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option or to applicants enlisting in a Non-Deployable Table of Distribution and Allowance (TDA) unit. College First applicants are eligible for this incentive. This incentive is open to all RTI, Training Areas and MEDDAC units.

(2) The NPS Non-Critical Skill Bonus will be paid in **two installments** of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

d. **NPS Civilian Acquired Skills Program (CASP) Bonus:** The ARNG offers a **$10,000** CASP Bonus to applicants enlisting under the 3X5, 6X2 or 8X0 enlistment options, up to 125% of their unit's authorized war-time strength. Applicants must qualify to enlist under the provisions of the CASP per NGR 600-200 chapter 2 and also qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must agree to serve in an MTO&E unit **only**. Enlistment in a TDA unit is not authorized with this incentive. Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program.

(1) The **$10,000** CASP Bonus will be paid in two installments of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

Click here for Table of Contents

Quick Ship and Off Peak NPSG NGB Policy - Eligibility

g. **Quick Ship and Off Peak Bonus:**

(1) The Quick Ship and Off Peak bonuses are not "stand alone" bonuses. In order to receive either incentive an applicant must first qualify and enlist for a NPS bonus of $15,000 or less. Applicants may qualify for Quick Ship and/or Off Peak at the same time as long as the maximum amount a NPS Soldier receives does not exceed the $20K allowable by federal law.

(2) The ARNG offers a **$5,000 NPS "Quick Ship" Bonus** to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option. Applicants must agree to "Quick Ship" to training within 45 days of enlistment, or agree to adjust their ship date as necessary in order to assist with the management of available training seats. Applicants may not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment (AFQT of 31 or higher).

(3) The ARNG offers a **$5,000 NPS "Off-Peak" Bonus** to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option, regardless of MOS or unit. Applicants must agree to ship to initial training between 1 October and 31 May. Applicants may not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment.

Click here for Table of Contents

Prior Service Gain Bonuses *50/50*

- $7,500 for 3 yrs / $15,000 for 6 yrs - MOSQ into a critical UIC (3 yrs or 6 yrs)
- $15,000 - MOSQ or Non-MOSQ in a non-critical MTOE Unit (6 yrs)
- Must have 16 yrs or less time in service according to PEBD for both bonuses according to DOD Law.

Click here for Table of Contents

Prior Service NGB Policy - Eligibility

h. **Prior Service Enlistment Bonus (PSEB) Eligibility:** The ARNG offers **two** PSEB options to PS applicants who enlist in the ARNG for three or six years. The two available options are: Enlist MOSQ into a critical UIC (enclosure 1), or enlist MOSQ **or non MOSQ** in an MTO&E unit (six year enlistment only). **Note:** PS Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment, or Affiliation Bonus may now receive the PSEB. They must:

(1) Not have more that 16 years total prior military service upon enlistment in the ARNG.

(2) Be MOSQ for the position for which enlisting, or,

(3) Agree to retrain in a critical MOS vacancy (enclosure 2) within an MTO&E unit and become MOSQ within 24 months of enlistment.

(4) Have received an honorable discharge upon completion of **all** prior periods of service. **Note:** a general under honorable conditions discharge or an uncharacterized discharge does **not** qualify a Soldier to receive the PSEB.

(5) Not enlisting for the purpose of qualifying for employment in the Mil Tech or AGR program.

(6) Not enlisting into a TDA unit.

(7) Not enlisting under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States to include another selected reserve component. Soldiers currently in the IRR who are conditionally released on a 368 are authorized this bonus.

(8) Not enlisting under the OCS enlistment option.

Click here for Table of Contents

Prior Service NGB Policy - Eligibility

(9) Be enlisting into a valid unit vacancy or against a projected vacancy within 101% - 125% of the unit's authorized wartime strength.

(10) RCCC and RA Career Counselors are authorized to offer the maximum dollar amount (based upon the applicants enlistment option) provided a vacant position is listed on RETAIN and the soldier is otherwise eligible.

(11) **PSEB for enlistment in a Critical UIC:**

(a) **MOSQ Applicants who enlist for a six year enlistment option** within a Critical UIC (Enclosure 1) up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$15,000** bonus. The $15,000 Critical UIC PSEB will be paid in two 50% installments. The initial installment of 50% ($7,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% ($7,500) will be processed for payment on the third-year anniversary of enlistment.

(b) **MOSQ Applicants who enlist for a three year enlistment option** within a Critical UIC (Enclosure 1) up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$7,500** bonus. The $7,500 Critical UIC PSEB will be paid in two 50% installments. The initial installment of 50% ($3,750) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% ($3,750) will be processed for payment on the third-year anniversary of enlistment. **Note:** PS applicants who have ever previously served in any Selected Reserves on a **three year** enlistment or reenlistment bonus contract may **only** receive **$6,000**.

(12) **PSEB for enlistment in a Non-Critical MTOE unit:**

(a) **MOSQ Applicants (or non-MOSQ who enlist for one of the State Top Thirty CS) who enlist for a six year enlistment option** within a non-critical MTOE unit up to 125% of their unit's authorized wartime strength at the MOS level will receive a **$15,000** bonus. The $15,000 MTOE bonus will be paid in two 50% installments. The initial installment of 50% ($7,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% ($7,500) will be processed for payment on the third-year anniversary of enlistment. RTI, Training Areas and MEDDAC units are authorized this bonus.

Click here for Table of Contents

Prior Service NGB Policy - Eligibility

(b) Soldiers who elect to enlist non-MOSQ into one of the State Top Thirty MOS's **must** become MOSQ for their position within 24 months of enlistment or their bonus will be terminated. **Soldiers must become DMOSQ prior to receiving payments.**

Click here for Table of Contents

Affiliation Bonus

Must be either an affiliation into a Critical UIC (lump sum) or an affiliation into a Non-Critical MTOE Unit (50/50)

- $20,000 – 6 year affiliation
- $10,000 – 3 year affiliation
- Must have 20 yrs or less time in service according to PEBD for both bonuses according to DOD Law.

Click here for Table of Contents

Affiliation NGB Policy - Eligibility

j. **Affiliation Bonus (AB) Eligibility:** The ARNG offers **two** AB options to MOSQ Soldiers who affiliate in the ARNG for three or six-years. The two options are: affiliate MOSQ in a critical UIC (enclosure 1), or affiliate MOSQ in any MTO&E unit. Soldiers must meet the following eligibility requirements:

(1) Applicant's last period of service must have been on active duty (2 years or more). **Note:** This includes Soldiers who are currently assigned to the Individual Ready Reserve (IRR) whose last period of service was on active duty.

(2) Have not more than 20 years of total military service upon current ETS or Release from Active Duty Date (REFRAD).

(3) Affiliate in the ARNG in an active drilling status for a minimum of three-years.

(4) MOSQ at the time of enlistment and not more than one grade below the required grade specified for the vacancy for which affiliating.

(5) Soldiers affiliating from another service must be awarded the enlistment MOS as their PMOS at the time of affiliation using the DoD Occupational Conversion Index and ARNG policies/procedures set forth in NGR 600-200, Chapter 5.

(6) Affiliate in a valid, vacant position up to 125% of the unit's authorized war time strength.

Click here for Table of Contents

Affiliation NGB Policy - Eligibility

(7) Complete NGB Form 600-7-4-R-E as Annex B of DD Form 4 for enlistment with an AB and have this form processed by their Recruiting and Retention NCO. Soldiers affiliating through the Reserve Component Career Counselor (RCCC) at the Transition Point from Active Duty (In Service Recruits) will complete the "Enlisted Affiliation Bonus Addendum" dated 10 August 2007.

(8) Separate from an Active Component with a Re-Entry (RE) Code of 1, 2, or 3 and have one of the Separation Program Designators (SPD) Codes listed below:

KBK, KCA, KCB, KCC, KCF, KDM, MBK, MCA, MCB, MCC, MCF, MDM, JCC, LCC

(9) Agree to waive ***(in writing)*** participation in any state / federal stabilization policy for any enlistment into Critical UIC positions.

(10) Not affiliating in a TDA unit.

(11) Soldiers enlisting under the provisions of a DA Form 368 (Conditional Release) from another drilling component of the armed forces of the United States are not authorized AB.

(12) Not enlisting under the OCS enlistment option.

(13) RCCC and RA Career Counselors are authorized to offer the maximum dollar amount (based upon the applicants enlistment option) provided a vacant position is listed on RETAIN and is otherwise eligible.

Click here for Table of Contents

Affiliation NGB Policy - Eligibility

(14) **AB for Affiliation in a Critical UIC:**

(d) LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus may not exceed $20,000.

(a) **MOSQ Applicants who affiliate in a valid position for a six year enlistment option within a Critical UIC** (Enclosure 1), and up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$20,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

(b) **MOSQ Applicants who affiliate in a valid position for a three year enlistment option within a Critical UIC** (Enclosure 1), and up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$10,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only be processed for payment after they report to their gaining ARNG unit. Units will notify the State Incentive Manger immediately upon these soldiers reporting to their unit.

Click here for Table of Contents

Affiliation NGB Policy - Eligibility

(15) **AB for Affiliation in a Non-Critical MTOE Unit:**

(a) MOSQ Applicants who affiliate in a valid position for a **six year** enlistment option in a Non-Critical MTOE Unit, up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$20,000** bonus. The $20,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% ($10,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% ($10,000) will be processed for payment on the third-year anniversary of enlistment. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

(b) MOSQ Applicants who affiliate in a valid position for a **three year** enlistment option in a Non-Critical MTOE Unit, up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$10,000** bonus. The $10,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% ($5,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% ($5,000) will be processed for payment on the third-year anniversary of enlistment. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

(c) The Non-Critical MTOE AB is authorized for RTI, Training Areas and MEDDAC units.

Click here for Table of Contents

Re-Enlistment Bonuses *Lump Sum*

- $7,500 for 3 yrs / $15,000 for 6 yrs - MOSQ into a critical UIC or skill (3 yrs or 6 yrs)
- $15,000 – MOSQ in a non critical MTOE Unit (6 yrs)
- Soldier must be within 12 months of ETS in order to re-enlist for a bonus.
- Must have 20 yrs or less time in service according to PEBD for both bonuses according to DOD Law.

Click here for Table of Contents

Soldiers Reenlisting to meet requirement of 2 years until ETS for Military Schools

- Soldiers being forced to extend to have at least 2 years until their ETS in order to extend for schools may extend for a bonus outside of the 12 month reenlistment requirement, however their bonus will not be eligible for payment until the soldier‘s new contract begins. The soldier must already be MOSQ for the DPOS they are contracting.

Click here for Table of Contents

REB NGB Policy - Eligibility

i. **Re-enlistment/Extension Bonus (REB) Eligibility:** The ARNG offers **two** REB options to MOSQ Soldiers who extend for three or six years. The two available options are: Extend/reenlist MOSQ in a critical UIC or Skill (enclosure 1 or 2), or extend/reenlist MOSQ in a non-critical MTOE unit (6 year extension only). Soldiers may not have more than 20 years time in service (TIS) upon their current Expiration Term of Service (ETS). **Note:** The REB is not offered to Soldiers extending/reenlisting in non-deployable TDA units.

(1) Current law prohibits bonus payment amounts from including any portion of a reenlistment or extension that when added to a member's total years of service exceeds 24-years TIS; therefore, Soldiers with more than 18-years TIS as of their current ETS may extend for three or six-years and receive a pro-rated payment up to 24-years. Any portion of additionally obligated service beyond 24-years will not be included in the calculation for payment of the bonus.

(2) Soldiers who are Non-MOSQ due to a command directed unit transformation or reorganization may submit an exception to policy to NGB-ARM. We are currently working for relief from DOD policy which precludes these soldiers being offered the REB. Soldiers who signed their REB contracts prior to a command directed unit transformation or reorganization and who subsequently became non-MOSQ due to that command directed unit transformation or reorganization must become DMOSQ (which must be completed within 24 months) before their initial payments can be processed.

Click here for Table of Contents

REB NGB Policy - Eligibility

(3) **REB for a Critical UIC or Skill:**

(a) **Soldiers who re-enlist/extend for a six year option** within a Critical UIC or Skill (Enclosure 1 and 2) up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$15,000** bonus. The $15,000 Critical UIC/Skill RB will be paid lump sum. Payment will be processed on the effective date of the new contract (new contracts are effective the day after a soldier's contractual ETS in effect prior to signing the new extension).

(b) **Soldiers who re-enlist/extend for a three year option** within a Critical UIC or Skill (Enclosure 1 and 2) up to 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **$7,500** bonus. The $7,500 Critical UIC/Skill RB will be paid lump sum. Payment will be processed on the effective date of the new contract (new contracts are effective the day after a soldier's contractual ETS in effect prior to signing the new extension). **Note:** Soldiers who have ever previously served in any Selected Reserves on a **three year** re-enlistment/extension bonus contract may **only** receive **$6,000**.

Click here for Table of Contents

REB NGB Policy - Eligibility

(4) **REB for a Non-Critical MTOE unit:**

(a) **Soldiers who re-enlist/extend for s six year option** within a non-critical MTOE unit up to 125% of their unit's authorized wartime strength at the MOS level will receive a **$15,000** bonus. The $15,000 Critical UIC/Skill RB will be paid lump sum. Payment will be processed on the effective date of the new contract (new contracts are effective the day after a soldier's contractual ETS in effect prior to signing the new extension). RTI, Training Areas, Special Forces (SF) and MEDDAC units are authorized this bonus. **There is no three year option with the exception of those on an initial three year REB contract. These soldiers will be able to extend for the $6,000 REB. The REB for non-critical MTOE RTI, Training Areas and MEDDAC units is only valid until 30 September 2007.**

(5) Soldiers who meet criteria for REB extension bonus and are deployed OCONUS under Title 10 Section 12301(d) or serving under Contingency Operations Temporary Tour Active Duty (COTTAD) orders in support of a named contingency operation where Partial Mobilization has been declared are eligible to reenlist or extend for the REB regardless of Critical UIC and/or Skill.

Click here for Table of Contents

MOS Conversion Bonus
Lump Sum

$2,000 – For a targeted shortage (critical) MOS conversion.

Click here for Table of Contents

MOS Conversion NGB - Eligibility

n. **MOS Conversion Bonus (MOSCB):** The ARNG offers a MOSCB of **$2,000** to eligible Soldiers directed by the Chief, National Guard Bureau or the Deputy Chief of Staff, G1, as appropriate to voluntarily or involuntarily (due to unit reorganization, transformation, inactivation or the needs of the ARNG) reclassify into a targeted shortage MOS and meet the following eligibility requirements:

(1) Hold the rank of SSG and have not more than 10 years TIS at the time of application.

(2) Hold the rank of SGT or below regardless of TIS.

(3) Agree to retrain into a designated MOS that is less than 90% filled and within the same skill level at the time of conversion. MOSs are not limited to the Critical UIC or "top thirty" Critical Skill list (enclosure 1 & 2).

(4) Sign a written agreement to serve for a period of three years effective upon completion of MOS retraining, with assignment **to any unit** where the targeted shortages exist. **Note:** Any Soldier who does **not** have the required three years remaining on their current contractual obligation **as of** the date of MOS qualification in the new MOS, will be **required** to execute a DA Form 4836 (extension form) **in conjunction** with the three year MOSCB written agreement.

(5) Qualified for training and attendance at a service school per DA Pam 611-21, AR 135-200, and DA Pam 351-4, and meet all special requirements for the requested MOS reclassification.

(6) Soldiers receiving a NPSEB must first complete their existing contractual obligation in order to become eligible to receive the MOSCB.

Click here for Table of Contents

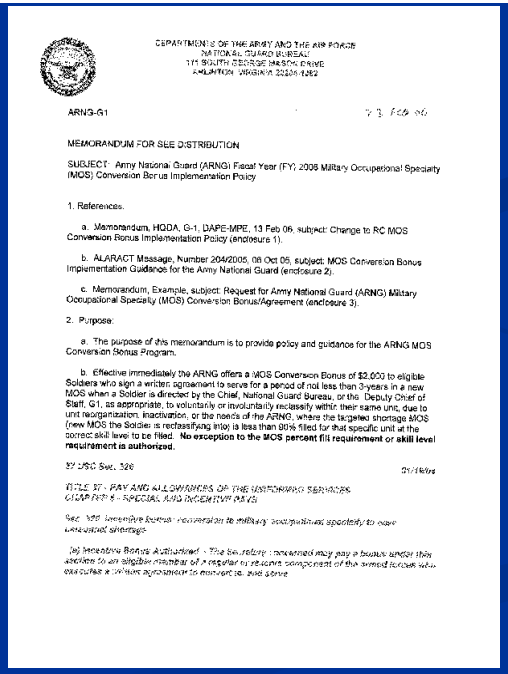
MOS Conversion NGB - Eligibility

(7) **MOSCB Payment Schedule:**

a. The **$2,000** ARNG MOSCB will be paid in one **lump sum** payment upon successful completion of MOS retraining.

b. With the exception of the NPSEB, Soldiers will remain eligible to receive their existing ARNG SRIP incentives in conjunction with the MOSCB.

c. For additional guidance on the management of the MOSCB, refer to the ARNG G-1 MOSCB Implementation Policy dated 23 February 2006.



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON, VIRGINIA 22204-1382

ARNG-G1

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy

1. References.

a. Memorandum, HQDA, G-1, DAPE-MPE, 13 Feb 06, subject: Change to RC MOS Conversion Bonus Implementation Policy (enclosure 1).

b. ALARACT Message, Number 204/2005, 06 Oct 05, subject: MOS Conversion Bonus Implementation Guidance for the Army National Guard (enclosure 2).

c. Memorandum, Example, subject: Request for Army National Guard (ARNG) Military Occupational Specialty (MOS) Conversion Bonus/Agreement (enclosure 3).

2. Purpose.

a. The purpose of this memorandum is to provide policy and guidance for the ARNG MOS Conversion Bonus Program.

b. Effective immediately the ARNG offers a MOS Conversion Bonus of $2,000 to eligible Soldiers who sign a written agreement to serve for a period of not less than 3-years in a new MOS when a Soldier is directed by the Chief, National Guard Bureau, or the Deputy Chief of Staff, G1, as appropriate, to voluntarily or involuntarily reclassify within their same unit, due to unit reorganization, inactivation, or the needs of the ARNG, where the targeted shortage MOS (new MOS the Soldier is reclassifying into) is less than 95% filled for that specific unit at the correct skill level to be filled. **No exception to the MOS percent fill requirement or skill level requirement is authorized.**

37 USC Sec. 326

TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
CHAPTER 5 - SPECIAL AND INCENTIVE PAYS

Sec. 326. Incentive bonus: conversion to military occupational specialty to ease critical shortages

(a) Incentive Bonus Authorized. - The Secretary concerned may pay a bonus under this section to an eligible member of a regular or reserve component of the armed forces who executes a written agreement to reenlist, and serve

Click on the document to open the entire file.

Click here for Table of Contents

Officer Bonuses

Officer Affiliation Bonus

- $10,000 – MTO&E Unit *50/50* or Critical UIC *Lump Sum* (3 year contract)

Click here for Table of Contents

Officer Affiliation NGB - Eligibility

q. **Officer Affiliation Bonus Basic Eligibility:** The ARNG offers **two** Officer Affiliation Bonus options to officers and warrant officers who upon separation from Active Duty agree to serve in the ARNG for three years, and meet the following eligibility requirements:

(1) Agree to serve for a period of not less than three-years on active drilling status.

(2) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in a Mil Tech or AGR position.

(3) Not receiving and will not receive the following benefits during the period of service for which contracted:

(a) Chapter 1608, Title 10 USC (Health Professions Stipend Program).

(b) Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).

(c) Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program.

(d) Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).

(e) Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).

(f) Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).

Click here for Table of Contents

Officer Affiliation NGB - Eligibility

(4) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

(5) Must agree to become AOC qualified within **24** months from the date of affiliation, if affiliating into an AOC other than that which is currently held.

(6) Agree to serve in a critical skill AOC as defined by the ARNG (Enclosure 3).

(7) Currently serving on Active Duty for more than 30 days, or is a member of a Reserve Component not on Active Duty (Individual Ready Reserves).

(8) Have received an honorable discharge from all periods of previous military service.

(9) All officers transferring to the ARNG from another component of the Selected Reserves must have served at least one (1) year in the IRR immediately preceding the transfer to the ARNG in order to be eligible to receive the ARNG Officer Affiliation Bonus. This IRR requirement does not apply to former regular army officers who transfer directly to the IRR after separation from active duty, or who are transferring directly to an ARNG unit upon separation from active duty.

(10) Officers are not eligible to receive the ARNG Officer Affiliation Bonus when transferring directly from another Selected Reserve (SELRES) Component into the ARNG. **(Excludes IRR)**

Click here for Table of Contents

Officer Affiliation NGB - Eligibility

(11) Officers or warrant officers joining the ARNG under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States are not authorized the Officer Affiliation Bonus. **Note:** IRR applicants who were assigned to the IRR for 12 or more months prior to affiliation in the ARNG are excluded from this provision.

(12) Commissioned officers switching to the warrant officers corps, or warrant officers who become commissioned officers may not receive the Officer Affiliation Bonus.

(13) Commissioned officers and warrant officers who branch transfer into another branch are not authorized to receive the Officer Affiliation Bonus.

(14) Newly commissioned officers are not authorized to receive the Officer Affiliation Bonus.

r. **Officer Affiliation Bonus Options and Payment Schedule:**

(1) The ARNG offers a **$10,000** Officer Affiliation Bonus to officers and warrant officers who affiliate for **three years** in a **critical UIC** (enclosure 1). Additionally, officers and warrant officers must agree to serve in a valid AOC vacancy within their chosen UIC (enclosure 3). The Critical UIC Officer Affiliation Bonus will be paid **lump-sum** upon affiliation or upon completion of all required training if applicable (An officer choosing a critical AOC for which not qualified upon affiliation will not be paid until that officer becomes qualified in that critical AOC).

(2) The ARNG offers a **$10,000** Officer Affiliation Bonus to officers and warrant officers who affiliate for **three years** in an **MTO&E unit**. Additionally, officers and warrant officers must agree to serve in a valid AOC vacancy within their chosen UIC (enclosure 3). The MTO&E Officer Affiliation Bonus will be paid in **two 50% installments.** The first 50% installment ($5,000) will be paid upon affiliation or upon completion of training if applicable. (An officer choosing a critical AOC for which not qualified upon affiliation will not be paid until that officer becomes qualified in that critical AOC). The second and final installment of 50% will be processed for payment on the third year anniversary of commission or appointment.

Click here for Table of Contents

Officer Bonuses

Officer Accession Bonus

- $10,000 – MTOE Unit *50/50* or in a Critical UIC *Lump Sum* (6 year Contract)

Click here for Table of Contents

Officer Accession NGB - Eligibility

o. **Officer Accession Bonus Basic Eligibility:** The ARNG offers **two** Officer Accession Bonus options to newly commissioned officers and newly appointed warrant officers who agree to serve as an officer in the ARNG for six years. They must agree to serve in a CUIC (paid lump sum) or agree to serve in a Non-Critical UIC (paid 50/50). Both options require an agreement to serve in a critical skill area of concentration (CAOC). Note: The terms "newly commissioned officer and newly appointed warrant officer" means that a Soldier has **never** held a commission as an officer **or** an appointment as a warrant officer in any armed force of the United States. Applicants must sign their bonus addenda **on the date that they accept their commission** and meet the following eligibility criteria on that date.

(1) Agree to serve as an officer for a period of not less than six-years on active drilling status.

(2) Agree to serve in a critical skill Area of Concentration (AOC) as defined by the ARNG (Enclosure 3).

(3) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in the Mil Tech or AGR program.

(4) Not receiving and will not receive the following benefits during the period of service for which contracted:

(a) Chapter 1608, Title 10 USC (Health Professions Stipend Program).

(b) Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).

(c) Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program.

(d) Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).

(e) Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).

(f) Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).

Click here for Table of Contents

Officer Accession NGB - Eligibility

(5) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

(6) See paragraph "p" below for Officer Accession Bonus options and payment schedule.

(7) Not receiving a commission or appointment with a subsequent assignment to a TDA unit.

(8) Officers or warrant officers joining the ARNG under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States may not receive the Officer Accession Bonus.

(9) Commissioned officers switching to the warrant officers corps, or warrant officers who become commissioned officers may not receive the Officer Accession Bonus.

(10) Commissioned officers and warrant officers who branch transfer into another branch are not authorized to receive the Officer Accession Bonus.

(11) Newly commissioned officers and newly appointed warrant officers who retained an enlisted bonus (meaning there was no recoupment action) after serving more than one year of their enlisted incentive contract term may not receive the Officer Accession Bonus.

p. **Officer Accession Bonus Options and Payment Schedule**:

(1) The ARNG offers a **$10,000** Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve **six years** in a **critical UIC** (enclosure 1). Additionally, officers and warrant officers must serve in a valid AOC vacancy (enclosure 3) within their chosen UIC. The Critical UIC Officer Accession Bonus will be paid in one **lump-sum** payment upon successful completion of Officer Basic Course (OBC) or Warrant Officer Basic Course (WOBC) as applicable.

(2) The ARNG offers a **$10,000** Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve **six years** in an **MTOE unit**. Additionally, officers and warrant officers must serve in a valid AOC vacancy (enclosure 3) within their chosen UIC. The MTO&E Officer Accession Bonus will be paid in **two 50% installments.** The first 50% installment ($5,000) will be paid upon successful completion of OBC or WOBC as applicable, and the second and final installment of 50% will be processed for payment on the third year anniversary of commission or appointment.

Click here for Table of Contents

EIOM Change to SRIP

Allowing Officers and newly appointed warrant officers who retained an enlisted bonus to receive the officer accession bonus.

Subject: EIOM 07-51 Change to SRIP Policy #07-06 Allowing Officers and Newly Appointed Warrant Officers who Retained an Enlisted Bonus To Receive the Officer Accession Bonus (UNCLASSIFIED)

Education and Incentives Operations Message 07-51 (EIOM 07-51) Date: 18 September 2007

TO: All ARNG Education and Incentives Personnel of All States, Puerto Rico, The Virgin Islands, Guam, the District of Columbia and Other Support Agencies

SUBJECT: Change to SRIP Policy #07-06 Allowing Officers and Newly Appointed Warrant Officers who Retained an Enlisted Bonus (No Recoup) To Receive the Officer Accession Bonus

1. Effective 18 September 2007, Paragraph 14. o. (11) of Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 10 August 2007 - 31 March 2008 (Policy Number 07-06) is changed as follows:

   AS READS: "Newly commissioned officers and newly appointed warrant officers who retained an enlisted bonus (meaning there was no recoupment action) after serving more than one year of their enlisted incentive contract term may not receive the Officer Accession Bonus."

   CHANGED TO READ: "Officer Candidates and Warrant Officer candidates who are currently serving on an enlistment bonus contract, will have their bonus terminated without recoupment action effective the date of commissioning/appointment; provided they have served at least 12 months of their enlisted bonus contract. These Soldiers will be eligible for the Officer Accession Bonus.

ADD PARAGRAPH (12) BELOW:

(12) Officer Candidates and Warrant Officer candidates who are serving on an enlistment bonus contract and who have NOT served at least 12 months of their enlistment contract by date of commissioning/appointment will have their enlistment bonus recouped per Department of Defense Instruction 1205.21. These Soldiers will be eligible for the Officer Accession bonus."

2. This change does NOT affect the termination rules for the enlistment bonus the newly commissioned officer or newly appointed warrant officer may have held prior to accepting his or her commission or appointment. The requirement for serving at least 1 year of the incentive contract term in order for recoupment to be waived is contained in Department of Defense Instruction 1205.21.

Click here for Table of Contents

Critical Skill Retention Bonus

NEW Specific Needs $20,000

50/50

Click here for Table of Contents

CSRB Eligibility

3. The CSRB is authorized for officers and warrant officers, who agree to continue to serve in an MTO&E unit, or "deployable" TDA unit in a designated CS (enclosure 1) for a three year contract period.

4. Military Technician (Mil Tech) and Active Guard Reserve (AGR) Officers are only eligible for the CSRB if deployed in support of the Global War on Terror (GWOT) in the theatres of Iraq, Afghanistan or Kuwait.

5. Warrant Officer CSRB eligibility and payment.

a. Must have completed any current contractual obligation or bonus contract as a result of participation in either the Warrant Officer Accession or Affiliation Bonus.

b. Must currently hold the rank of Chief Warrant Officer Two (CW2).

c. Current time in service cannot allow them to attain 25 years or more of service during the bonus entitlement period.

d. Must have not less than twelve and not more than eighteen years of service.

e. Must be MOS qualified in one of the designated critical skills (enclosure 1) and extend in an MTO&E or "deployable" TDA unit in a valid vacant position or against a projected vacancy within 101 – 125% of the unit's authorized wartime strength. (Percentage fill is determined at AOC level by grade).

Click here for Table of Contents

CSRB Eligibility

f. Warrant Officers who meet the qualifications of a through e above and who execute a three year CSRB contract and extension will be paid $20,000. The bonus will be paid in two 50% installments. The initial installment of 50% will be processed for payment on the effective date of the CSRB written agreement. The second and final installment of 50% will be process for payment on the third year anniversary of the effective date of the CSRB agreement.

6. Officer eligibility and payment.

a. Must have completed any current contractual obligation or bonus contract as a result of participation in either the Officer Accession or Affiliation Bonus.

b. Must currently hold the rank of Captain (CPT/O-3).

c. Current time in service cannot allow them to attain 25 years or more of service during the bonus entitlement period.

(1) Must have not less than six and not more than twelve years of commissioned service from date of commission.

(2) Must have 22 years or less of overall service on the effective date of the CSRB contract.

d. Must not be within twelve months of any transfer from Active Duty or another component of the Selected Reserves.

e. Must posses a valid Baccalaureate Degree from an accredited institution of higher learning. This degree will be verified by the State Education Services Office.

Click here for Table of Contents

CSRB Eligibility

f. Must be fully qualified, and serve in, a designated Critical Skill Area of Concentration (CSAOC) (enclosure 1) in an MTO&E or "deployable" TDA unit for a period of not less than 3 years.

g. Must serve in a valid position vacancy, or against a projected vacancy within 101 – 125% of the unit's authorized wartime strength (Percentage fill is determined at AOC level by grade).

h. Any officer who has been non-selected by the DA Board for Major is not authorized the CSRB.

i. Officers who meet the qualifications of a through h above and who execute a three year CSRB contract and service agreement will be paid $20,000. The bonus will be paid in two 50% installments. The initial installment of 50% will be processed for payment on the effective date of the CSRB written agreement. The second and final installment of 50% will be processed for payment on the third-year anniversary of the effective date of the CSRB agreement.

Click here for Table of Contents

CSRB Eligibility – Chaplains and Judge Advocate General

7. Chaplains (56) and Judge Advocate General (27) Officer eligibility and payment.

a. Must have completed any current contractual obligation or bonus contract as a result of participation in either the Officer Accession or Affiliation Bonus.

b. Must currently hold the rank of Captain (CPT/O-3) through Major (MAJ/O-4).

c. Current time in service cannot allow them to attain 25 years or more of service during the bonus entitlement period.

(1) Must have not less than six and not more than twelve years of commissioned service from date of commission.

(2) Must have 22 years or less of overall service on the effective date of the CSRB contract.

d. Must not be within twelve months of any transfer from Active Duty or another component of the Selected Reserves.

e. Must be fully qualified, and serve in, a designated Critical Skill Area of Concentration (CSAOC) (enclosure 1) in an MTO&E or "deployable" TDA unit for a period of not less than 3 years.

f. Must serve in a valid position vacancy, or against a projected vacancy within 101 – 125% of the unit's authorized wartime strength (Percentage fill is determined at AOC level by grade).

g. Any officer who has been non-selected by the DA Board for the next higer grade is not authorized the CSRB.

h. Officers who meet the qualifications of a through g above and who execute a three year CSRB contract and service agreement will be paid $30,000. The bonus will be paid lump sum which will be processed for payment on the effective date of the CSRB written agreement.

Click here for Table of Contents

EIOM 08-25 Clarification of Policy

URGENT/IMMEDIATE STANDALONE EIOM: 025 Critical Skill Retention Bonus (CSRB) and Branch Immaterial Duty Assignments

NGBARM EIOM - 08-25

Subject: Critical Skill Retention Bonus (CSRB) and Branch Immaterial Duty Assignments

Message Text:

1. Reference: NGB-ARM-EI, Subject: Army National Guard Implementation Guidance for the Army National Guard Critical Skill Retention Bonus (CSRB), dated 01 February 2008.
2. The purpose of this memorandum is to provide clarifying guidance regarding officers that are qualified for the CSRB and assigned to a duty position that is identified as Branch Immaterial (example: 01A, 02A, 011A, etc.).
3. If a Warrant officer meets the eligibility criteria IAW Paragraph 5 in the reference listed above, less duty position, they will be considered qualified for the bonus if their federally recognized Military Occupational Specialty (MOS) is identified as a critical skill and are assigned to a 011A duty position.
4. If a Commissioned officer meets the eligibility criteria IAW Paragraph 6 in the reference listed above, less duty position, they will be considered qualified for this bonus if they meet one of the follow conditions:
   a. Is assigned to a 01A duty position and federally recognized in a critical skill Area of Concentration (AOC).
   b. Is assigned to a 01B duty position and federally recognized in a critical skill Aviation, Infantry, Armor, or Military Intelligence AOC.
   c. Is assigned to a 01C duty position and federally recognized in a critical skill Chemical, Engineer, or Military Police AOC.
   d. Is assigned to a 02A duty position and federally recognized in a critical skill Combat Arms AOC.
   e. Is assigned to a 02B duty position and federally recognized in a critical skill Infantry, or Armor AOC.
   f. Is assigned to a 02C duty position and federally recognized in a critical skill Infantry, Armor, Field Artillery, or Engineer AOC.
   g. Is assigned to a 03A duty position and federally recognized in a critical skill Infantry, or Armor AOC.
5. This does not change the requirement that the officer must be assigned to a Modified Table of Organization and Equipment (MTO&E) unit or “deployable” Table of Distribution and Allowance (TDA) unit.

Click here for Table of Contents

Special Eligibility Rules for Bonuses for Deployed Soldiers

- AGR and Technician – Bonuses can only be issued if deployed on Title 10 orders (all other policy rules do apply)
- Bonuses signed for In IRAQ AFGHANISTAN KUWAIT – can be issued regardless of Critical UIC or skill and are tax free (all other policy rules do apply)

Click here for Table of Contents

Soldiers Returning from AIT or Qualifying MOS Schools

- Should immediately upon graduation send a copy of a 214 or 1059 to unit and the Personnel Services Branch at JFHQ.
- Unit will post document on IPERMS, PSB will quality control the documents and place into IPERMS, once this information is in IPERMS the Incentives Manager will take action to pay bonus.

Click here for Table of Contents

Clarification of the SRIP Policy

SUBJECT: Clarification to ARNG SRIP Policy 07-06

1. Reference Memorandum, NGB-ARM, 10 August 2007, SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 10 August 2007 – 31 March 2008 (Policy Number 07-06)
2. The following are clarifications to the above policy. Please ensure widest dissemination of these clarifications.
   a. AVCRAD is defined as Aviation Classification Repair Activity Depot.
   b. MEDDAC is defined as Medical Department Activity
   c. The 101 – 125% authorized wartime strength applies at the MOS level throughout the policy
   d. Any reference to TDA units not being authorized an incentive should read "non-deployable" TDA units.
   e. MOS Immaterial positions in any RTI are authorized incentives as long as the holder of those positions maintains full qualification in their primary MOS.
   f. The Quick and Off Peak Ship bonuses are only authorized with Civilian Acquired Skills Program (CASP)
   g. The only bonus that requires a waiver of any stabilization policy is the Enlisted Affiliation Bonus for Affiliation in a Critical UIC. The following clarifications apply to the Enlisted Affiliation Bonus as well:
      (1) The Enlisted Affiliation Bonus may be offered to a prior service soldier regardless of whether or not there is any remaining military service obligation (MSO).
      (2) The Enlisted Affiliation Bonus may be offered to a prior service applicant regardless of whether the applicant has any current military status or not.
      (3) The Enlisted Affiliation Bonus may only be offered to prior service applicants whose last period of service was on active duty for a tour of at least two years. If an applicant is a current IRR member, he/she must have transferred into the IRR from an active duty tour of at least 2 years.
   h. College First are not authorized any bonus for any enlistment into any Critical UIC. The following changes to the verbiage of the policy is necessary in order to clarify this issue:
      (1) On page 5 of the policy, paragraph 14 b., $20,000 NPS Critical Skill (CS) Enlistment Bonus:
      AS READS: …Applicants must agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit only…
      SHOULD READ: …Applicants must agree to serve in a Non-Critical Modified Table of Organization and Equipment (MTO&E) unit only
      (2) On page 5 of the policy, paragraph 14 c., $20,000 NPS Non-Critical Skill (NCS) Enlistment Bonus:
      AS READS: The ARNG offers a NPS Non-Critical Skill Bonus to applicants who enlist into an MTOE unit under the 6X2 or 8X0 enlistment option.
      SHOULD READ: The ARNG offers a NPS Non-Critical Skill Bonus to applicants who enlist into a Non-Critical MTOE unit under the 6X2 or 8X0 enlistment option.
   i. The following general changes to the verbiage of the policy is necessary:
      (1) On page 10 of the policy, paragraph 14 i. (4) REB for a Non-Critical MTOE unit, subparagraph (a):
      AS READS: The $15,000 Critical UIC/Skill RB will be paid lump sum
      SHOULD READ: The $15,000 Non-Critical MTOE unit RB will be paid lump sum.
      (2) On page 12 of the policy, paragraph 14 j. (15), AB for Affiliation in a Non-Critical MTOE Unit, subparagraph (a):
      AS READS: The $20,000 Critical Skill AB will be paid in two 50% installments
      SHOULD READ: The $20,000 Non-Critical MTOE unit AB will be paid in two 50% installments

Click here for Table of Contents

How Long it Takes Before Payments are Processed

- Once the Incentives manager receives qualifying documents and SIDPERS confirmation it takes anywhere room 3-5 weeks in order to process the soldier's bonus. If the bonus is rejected for some reason in DFAS it may take longer to fix the problem. In rare cases if a CMS case is necessary it may take anywhere from 1-2 months after the rejection to correctly pay the soldier.

Click here for Table of Contents

Changes to the Incentives Process

- Currently we are transitioning our old system of spreadsheet accountability to a system that uses the internet system of IMARC for tracking of incentives contracts and payment to comply with DOD Laws and NGB Policy.
- All Incentives Contracts will not have Bonus Control Numbers issued by the Incentives Manager until it has been reviewed for accuracy.
- All control number spreadsheets will be dissolved.
- Refer to the current MOI issued by the LTC Bourne for procedures.

Click here for Table of Contents

Questions?

If you have any specific questions contact me:

Attn: SGT Katie Bailey
1703 Coonskin Drive
Charleston, WV 25311

Education Office JFHQ-WV
Katie.ritter@wv.ngb.army.mil
(304)561-6363

Click here for Table of Contents